Loughborough College
2017 Gender Pay Report

Introduction

Loughborough College (the "College") wants to ensure that all employees are rewarded fairly for the role they fulfil, irrespective of gender or any other protected characteristic. The UK government introduced a requirement in April 2017, that all employers with more than 250 employees are required to publish their gender pay gap. This requirement is to identify differences in pay between male and female employees across the College as a whole, irrespective of job role.

The gender pay gap is defined as the difference between the average (mean or median) pay of men and women at all levels of the workforce as a whole. This is expressed as a percentage of men's earnings. According to data published by the Office of National Statistics (ONS), the overall gender pay gap nationally is 18.1%1.

The College has over 250 employees and is therefore required to report its gender pay gap in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the "Regulations"). This statement has been produced using the "snapshot date" of 31 March 2017 and by reference to the Regulations and associated guidance.

Overall Gender Pay Gap

Pay
For the pay period containing the "snapshot date", the College has a mean hourly gender pay gap of 12.9% and a median hourly gender pay gap of 17.6%. Both of these figures are below the national average stated above.

Bonus payments
Loughborough College does not make any bonus payments.

Gender distribution
In accordance with the Regulations, we have divided the total population of the workforce into four quartiles: the lower quartile, lower middle, upper middle and upper quartile pay bands. The percentage of males and females within each quartile are shown in the below graph.

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1 ONS Annual Survey of Hours and Earnings: 2016
provisionalresults#main-points
Gender quartile distribution

<table>
<thead>
<tr>
<th>Band</th>
<th>Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Lower Quartile</td>
</tr>
<tr>
<td>2</td>
<td>Lower Middle Quartile</td>
</tr>
<tr>
<td>3</td>
<td>Upper Middle Quartile</td>
</tr>
<tr>
<td>4</td>
<td>Upper Quartile</td>
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</tbody>
</table>

**Gender Pay Gap by Pay Quartile**

The Gender Quartile distribution is almost equal in the Upper Quartile. Men and Women are also paid equally in the Upper Quartile. However, at the snapshot date the College did not have a Chief Executive in post. In the future, if the Chief Executive is a male, this may affect the Upper Quartile figures. The College is committed to recruiting the best candidate and has historically had a mixture of male and female Chief Executives.

There are more women in Quartiles 1, 2 and 3. The main roles in quartile 1 are nursery and cleaning staff where there are predominantly more women. However, if the College analyses the differences in pay between men and women in these Quartiles, the difference in pay is negligible. The table below shows the Median pay gap for each Quartile.
Action Plan

The College believes that it is a fair employer, and has established through the data that men and women are paid the same for the same roles undertaken. However, any differences in pay depend upon whether the Chief Executive is male or female and the fact that more women are nursery staff and cleaning staff.

Despite this the College is committed to reducing the gap even further and to ensure it complies with the spirit of the legislation. The College will therefore:

- actively encourage applications from male applicants for roles as nursery staff and cleaning staff;
- continue to promote flexible working opportunities to all employees throughout the organisation;
- introduce unconscious bias training for managers to ensure we maintain a fully inclusive culture;
- ensure those involved in recruitment and promotion undertake appropriate training;
- ensure there are sufficient role models at all levels of the organisation;
- ensure that STEM and IT courses are offered, and female Learners encouraged to undertaken them;
- ensure there is a gender mix of learners wherever possible;

The College is aware that historically nursery and cleaning roles have often been carried out by women and that it will take time for attitudes to change.

Declaration

We confirm that the College’s gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations and pay gap data have been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

John Doherty  
Chief Executive  
March 2018